

**DIVERSITY COUNCIL**  
**JESSIE PARKER BUILDING, 1<sup>ST</sup> FLOOR, KNUDSEN TRAINING ROOM**  
**August 14, 2008**  
**2:30 PM – 4:30 PM**

Agenda Item	Notes
<b>Members Present</b>	Mollie Anderson, Department of Administrative Services (DAS) Nancy Berggren, Department of Administrative Services – Human Resources Enterprise (DAS-HRE) Preston Daniels, Employee and Family Resources, Chair Renee Hardman, Bankers Trust, Co-Chair Robin Jenkins, DAS-HRE Miguel Moreno, Department of Transportation Alba Perez, Greater Des Moines Partnership Walter Reed, Jr., Department of Human Rights (DHR) Ralph Rosenberg, Iowa Civil Rights Commission (ICRC) Miriam Tyson, Iowa Department of Economic Development (IDED) Stephen Wooderson, Iowa Vocational Rehabilitation Services (IVRS)
<b>Member Participating via Conference Call</b>	Shirley Hicks, Iowa School for the Deaf, Retired Reginald Jackson, Wells Fargo Bank, N.A.
<b>Members Absent</b>	Jim Larew, Governor's Office Jonathan Thorup, Department of Public Safety Dinh VanLo, Tai Village, Inc.
<b>Designee</b>	Deborah Svec-Carstens, Governor's Office, sitting in for Jim Larew
<b>Other Attendees</b>	Judy Akre, DAS-HRE Cyndi Chen, DHR, Status of Iowans of Asian and Pacific Islander Heritage Susan Churchill, DAS-HRE, responsible for taking meeting minutes Alicia Claypool, ICRC Beverly Couch, IDED Joe Ellis, DAS-HRE Renaldo Ellis, Concerned Citizen Jesus Estrada, DAS-HRE Abraham Funchess, Jr., DHR, Status of African-Americans Syeta Glanton, Governor's Office Tomika Greene, DAS-HRE Tereasa Jefferson, Iowa Workforce Development Minnie Mallard, Department of Elder Affairs Barb McClannahan, IVRS Dawn Peterson, ICRC Brenda Reilley, DAS-HRE Bev Schmeling, IVRS Rachel Scott, DHR, Status of Women Dawn Stohs, DAS-HRE Tim Tutt, ICRC Armando Villareal, DHR, Latino Affairs Bryan Wood, Concerned Citizen <i>Others may have been present who did not sign in.</i>

<p style="text-align: center;"><b>Agenda Items</b></p>	<ul style="list-style-type: none"> <li>I. Opening Remarks – Preston Daniels</li> <li>II. Review and Approval of Minutes of July 10, 2009 <ul style="list-style-type: none"> <li>A. No corrections or additions.</li> <li>B. Minutes approved.</li> </ul> </li> <li>III. Determine Meeting Schedule after August 14, 2008 <ul style="list-style-type: none"> <li>A. Council will meet once a month, on the third Thursday, until December 2008.</li> <li>B. Next meeting will be on Thursday, September 18, 2008.</li> </ul> </li> <li>IV. New Business <ul style="list-style-type: none"> <li>A. DAS-HRE has a new display for recruiting.</li> <li>B. Robin Jenkins is working on “branding” the State as an employer and the display will help in this effort.</li> </ul> </li> <li>V. Best Practices Presentation: Bankers Trust – Renee Hardman <ul style="list-style-type: none"> <li>A. Fourteen years ago, people of color made up 3% of the Bankers Trust workforce; now, people of color make up 21% of the workforce.</li> <li>B. The CEO decided that in order for diversity to be integrated in his bank, it must start at the top.</li> <li>C. The CEO used the following strategies to increase diversity at Bankers Trust: <ul style="list-style-type: none"> <li>1. Senior managers must attend at least four diverse events in a year, such as an NAACP banquet, a Hispanic festival, and so on.</li> <li>2. Bonuses are dependent upon making progress in diversity.</li> <li>3. If a manager has an opportunity to hire a person of color but does not, then the manager must state why the hire was not made. (Managers are held accountable.)</li> <li>4. Internship programs must consist of 50% people of color.</li> <li>5. The CEO created a diversity award, in which an employee is nominated and then recognized in a black-tie event.</li> <li>6. Human Resources reviews all committees to make sure they are diverse.</li> <li>7. Marketing materials, newsletters, and print media must show a diverse group of people.</li> <li>8. All holidays of diverse groups are recognized in marketing materials to show how the bank values its customers.</li> <li>9. The bank holds events to showcase diversity. <ul style="list-style-type: none"> <li>a. Quarterly <i>Lunch and Learns</i>, such as a seminar on gay and lesbian issues. <ul style="list-style-type: none"> <li>1). Some employees issued complaints about this topic.</li> <li>2). The CEO stated that the bank had gay and lesbian customers, who needed to be respected.</li> </ul> </li> <li>b. <i>Diversity Cafes</i> to allow a dialog between employees.</li> <li>c. <i>Guest Speakers</i>, such as an ex-skinhead who discussed how he changed from hating everyone who was not white to embracing diversity.</li> </ul> </li> </ul> </li> <li>D. While the CEO recognized all aspects of diversity, the problem at his bank was with a shortage of people of color; so he focused on increasing diversity in this area.</li> <li>E. Miguel Moreno asked if Bankers Trust has a problem with claims of reverse discrimination. <ul style="list-style-type: none"> <li>1. Renee Hardman stated that there have been three or four of these cases in fourteen years.</li> <li>2. A person of color must be qualified for the position and there are no quotas.</li> </ul> </li> </ul> </li> <li>VI. Subcommittee Reports <ul style="list-style-type: none"> <li>A. State’s Hiring Policies and Practices – Nancy Berggren spoke on behalf of the Subcommittee. <ul style="list-style-type: none"> <li>1. Review Committees, made up of individuals from DAS-HRE will be meeting with departments, beginning this month.</li> <li>2. DAS-HRE will then meet with the Subcommittee, which will report the findings to the Council.</li> <li>3. Ralph Rosenberg requested that his agency, the Iowa Civil Rights Commission, be the first to be reviewed.</li> </ul> </li> </ul> </li> </ul>
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- B. Persons with Disabilities Subcommittee – Barb McClannahan, who works for Stephen Wooderson at IVRS, spoke on behalf of the Subcommittee.
  - 1. In order to help increase the number of persons with disabilities employed by the State, the Subcommittee must first determine how many persons with disabilities currently work for the State.
  - 2. The Subcommittee developed a work plan from now through 2009.
    - a. Survey state employees as to their disability status.
    - b. Survey or hold focus groups with managers to determine reasons persons with disabilities are not hired.
    - c. Review State's online resources regarding disabilities.
    - d. Review State's existing training regarding disabilities.
    - e. Develop plan to market hiring persons with disabilities.

VII. Brainstorming session: *How will State Employees know that the Diversity Council has made a Difference?*

- A. Miriam Tyson wrote down suggestions from Council Members.
- B. Sample of suggestions – State employees will know that the Diversity Council has made a difference when they can see:
  - 1. An increase in the number of employees in protected classes.
  - 2. An increase in the number of minorities in management.
  - 3. Improvement in statistics for recruitment, retention, and promotion.
- C. Alba Perez inquired as to what it would take to create a standard in hiring practices for all state agencies; staff replied that the Governor could make that happen.
- D. As this is a working document –not a final draft – it will not be placed on the Diversity Council website.

VIII. Public Forum via Iowa Communication Network (ICN) Sites – Nancy Berggren

- A. Nancy Berggren proposed forming a subcommittee to discuss how to proceed with this project.
- B. Mollie Anderson suggested getting volunteers from the audience to join this subcommittee.
- C. Subcommittee members include:
  - 1. Council Members
    - a. Reginald Jackson
    - b. Miriam Tyson
  - 2. Volunteers from the audience
    - a. Cyndi Chen, Department of Human Rights
    - b. Renaldo Ellis, Concerned Citizen
    - c. Minnie Mallard, Department of Elder Affairs
    - d. Rachel Scott, Department of Human Rights
- D. The Subcommittee will meet and report back to the Council at the September meeting.

IX. Public Comment

- A. Cyndi Chen, DHR, had three comments:
  - 1. Currently, performance evaluations are “top-down,” meaning supervisors evaluate staff; Cyndi Chen would like staff to have the opportunity to evaluate supervisors.
  - 2. Retention is not a good indicator of progress, because the State can have a “bad” employee for many years.
  - 3. Cyndi Chen invited everyone to the Iowa Mosaic Diversity Conference, which will be held in Ames on October 20, 2008.
- B. Dawn Peterson, ICRC, recommended that the State institute a formal, standardized internship/mentoring program.
- C. Rachel Scott, DHR, had three comments:
  - 1. In matters of racial diversity, it matters *where* employees work; are people of color in important decision-making roles?
  - 2. The Diversity Council seems to be focusing on race, but Rachel Scott hopes that other protected classes are not misrepresented.
  - 3. The State needs to focus on how it responds to gender issues.

<b>Recap of Issues Raised</b>	<ul style="list-style-type: none"> <li>I. How can the Council apply the best practices of Bankers Trust to the State of Iowa?</li> <li>II. How can the Council measure the impact it has made in state government?</li> </ul>
<b>Items for Next Meeting</b>	<ul style="list-style-type: none"> <li>I. Review Meeting Schedule</li> <li>II. New Business</li> <li>III. Subcommittee Reports</li> <li>IV. Public Comment</li> </ul>
<b>Next Meeting</b>	The next meeting will be held on Thursday, September 18, 2008, from 2:30 p.m. – 4:30 p.m. <i>in Knudsen Training Room on the first floor of the Jessie Parker Building, 510 East 12<sup>th</sup> Street, Des Moines, IA.</i>
<b>Adjourned</b>	Meeting adjourned at 4:30 p.m.